



FY 2017 Recommended Budget Budget Question

Board Question #: 68

BUDGET QUESTION: How many teachers are being lost to attrition this year?

RESPONSE:

2016 Attrition Projections (As of 2/22/16)

In January 2016, the Spotsylvania County Public Schools' Office of Human Resources conducted the annual "employee intent" process to gain data associated with potential employee attrition. Although data recorded through this process are preliminary and subject to change, all data points are utilized by SCPS departments to inform decisions associated with tasks such as recruiting, budgeting, FTE allocations, etc.

Results from the 2016 employee intent survey provided the following raw data:

- 23 classified/licensed staff members expressed interest in "retiring" at the end of the 2015-2016 school year. To date, approximately 50% of the identified employees have submitted retirement documentation and sought School Board approval.
- 12 classified/licensed employees indicated they plan to "not return" for the 2016-2017 school year due to "reasons other than retirement".
- 92 classified/licensed staff members selected "undecided" regarding their plans for the 2016-2017 school year.